

Lynchburg Police Department

Pay Proposal

November 25, 2003

Issues

- Turnover
- Challenges Recruiting
- Pay compared to market
- Compression

Present Salary Ranges

	<u>Min.</u>	<u>Max.</u>
Recruit/PO II	\$28,184	\$40,872
PO III	\$31,262	\$50,003
Lieutenant	\$39,520	\$63,232
Captain	\$46,634	\$74,610
Major	\$55,037	\$88,067
Chief	\$61,547	\$95,493

Market Analysis

Range Adjustments Called For

PO II	6%
PO III	11%
LT	7%
Capt.	3%
Maj.	2%

New Range Development

- Minimums set to reflect market
- Range width 1.5 times minimum
- 20% increase (nominally) between ranges
- Adjusted to fit hierarchal rank structure

Proposed New Ranges

	<u>Min.</u>	<u>Max.</u>
Recruit/PO II	\$30,000	\$45,000
PO III	\$35,000	\$53,000
Lieutenant	\$42,500	\$65,000
Captain	\$51,000	\$77,520
Major	\$61,200	\$93,100
Chief	\$70,782	\$109,803

Addressing Compression

- Based on whole years in position as of July 1, 2003
- Work from new minimum for POII
- Advance through the range by 2.5%, compounded, for each whole year of service
- Allow for 10% increase on promotion
- Maintain current pay if higher than results
- Hold individual salaries at position maximum

Results

Number receiving a raise: 133 of 146

Range of pay increases: \$0 - \$15,475

Average increase: \$4,630

Total Cost: ~\$800,000

Results, con't

- Equivalent to an overall across the board increase of approximately 11%.
- Addresses compression by using longevity and time in rank to adjust individual pay and re-establish the baseline.
- Establishes market comparability in both ranges and individual pay (based on market average).
- Should reduce pay related turnover and enhance recruitment.

Market Comparisons

	Current Avg Pay	Avg Mkt Pay	Proposed Avg Pay	Proposed Ratio to Mkt
Major (2)	70,710	78,279	78,476	100.25%
Capt (6)	60,237	63,669	70,671	111%
Lt (17)	47,853	54,518	54,546	100.05%
POIII (57)	39,359	43,268	45,092	104.22%
POII (57)	30,388	33,996	32,020	94.19%
Recruit (7)	28,184	30,190	30,107	99.73%

From Here On

- Pilot *Performance Based Pay* in LPD
- Annual market analysis and range adjustment as necessary
- Keep range minimums comparable to market minimums
- If range moves, pay for employees within that range moves by an equivalent percentage

From Here On (con't)

- Apply a similar methodology to LynCom and civilian positions in the LPD.
Estimated cost ~\$150,000
- The procedure used to adjust compression is meant to re-establish a baseline for moving forward and is to be considered a “one-time” fix. This does not imply any promise of how advancement will be handled in the future.